

## **The Perceived Influence of Industry-Sponsored Credentials**

The study found an increasing prevalence, acceptance, and a positive effect from Industry-Sponsored Credentials, ISCs. It also found evidence of possible negative impacts of ISCs on employees; on their levels of camaraderie and organizational commitment and on their ability to find creative solutions to problems.

Two groups were surveyed Human Resources staff, HR, and IT employees. Some key findings are:

- Eighty-five percent of the HR executives noted an increase in the number of job applicants with ISCs, with at least half of their IT employees having at least one industry-sponsored credential.
- Nearly 80% of HR executives considered the primary benefit of ISCs to be easier identification of applicants' knowledge, skills, and abilities. They also credited ISCs with helping to make the entire recruitment process easier and more time efficient.
- Two-thirds of the HR executives stated that their organizations provide funding for IT certification programs facilitated by outside vendors, and nearly half stated that their organizations require IT employees to maintain their IT-related certification.
- More than two-thirds of the responding IT employees have one or more ISCs.

Holding an ISC was associated with more positive perceptions of access to training and the positive impacts of credentials on the recruitment process and on employees; chances for career success. However, most responding HR executives believed that ISCs reduce employees' sense of teamwork, camaraderie, and ability to solve problems creatively. They also have benefits, most IT employees believed that ISCs have positive impacts on the cost, ease, and efficiency of the recruitment process; reduce organizations' training costs; reduce the time required for new employees to learn their jobs; and increase new employees' chances for success.

These findings are potentially of concern for employers and CTE educators especially those planning to use ISCs as an entry point into the IT industry.

Source: National Research Center for Career and Technical Education, 2002

Minnesota Future Work staff note:

The America's Career InfoNet Certification finder has current credentials (2006) located at:

[http://www.acinet.org/acinet/certifications\\_new/cert\\_search\\_occupation.asp?id=14&nodeid=17](http://www.acinet.org/acinet/certifications_new/cert_search_occupation.asp?id=14&nodeid=17)

This is a very comprehensive list of Credentials. It may be searched by Occupation, Industry or Key Words. A search of credentials for Technical Writer resulted in 20 Certifications from 7 Organizations. Illustrations include: Construction Documents Technologist (CDT), GIAC Information Security Fundamentals (GISF), Nationally Certified Resume Writer (NCRW) and Technical Writing. A credential search for Accountant resulted in 93 Certifications from 38 Organizations.